DOCUMENT RESUME

ED 394 702 PS 024 148

AUTHOR Olsen, Glenn W.; And Others
TITLE International Nanny Association (INA) Survey: Results and Observations.
PUB DATE Apr 94
NOTE 26p.
PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Academic Achievement; Caregiver Child Relationship; *Child Caregivers; Child Rearing; Employees; Employment Experience; Employment Services; Fringe Benefits; Job Placement; *Job Satisfaction; Responsibility; Salaries; Statistical Data; Statistics; *Surveys
IDENTIFIERS International Nanny Association; *Nannies; University of North Dakota

ABSTRACT

This document reports the findings of a survey of 145 members of the International Nanny Association (INA). Survey results showed that 82.8 percent of respondents attended college, while 21.4 percent received bachelor's or master's degrees. Many of the nannies had taken classes or training in child care. Most nannies found their job placement through an agency. Most respondents describe many responsibilities in addition to child care, including cooking for children, doing laundry, running errands, and grocery shopping. Other results reported included salary and benefits, number and age of children served, working hours, fringe benefits, length of employment, and level of job satisfaction. The INA itself was a concern of many nannies, with 38.6 percent saying that the INA had not improved their service in the past year; a significant number were not satisfied with the level of communication between INA and nannies. Conflicts between parental and nanny discipline and authority, along with long work hours, were consistently rated as the most troubling and difficult aspects of the job. The report avoids analytic or inferential analysis, providing the responses and data and saving analysis for a future publication. (BGC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
X This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

ED 394 702

International Nanny Association (INA) Survey:

Results and Observations

Glenn W. Olsen, Ph.D., Early Childhood Education
Cathie A. Weissman, Ed.S., Research Methodology
John H. Hoover, Ph.D., Special Education
The University of North Dakota

Send inquiries to:

Dr. Glenn W. Olsen
Center for Teaching and Learning
Box 7189
University of North Dakota
Grand Forks, ND 58202

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

Glenn W. Olsen
Cathie A. Weissman
John H. Hoover

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

PS 024148

BEST COPY AVAILABLE

Introduction

This report is a result of a survey of nannies who are members in the International Nanny Association (INA). The INA Board of Directors provided the researchers with the names and addresses of the 280 nannies in their organization. A survey instrument was developed by the researchers and sent to the INA Board of Directors for suggestions and comments. The research instrument was refined, after the INA Board of Directors' input and suggestions from former nannies. The survey was sent out in April, 1993. The Bureau of Educational Services and Research, University of North Dakota, was contracted to send the surveys and tabulate the results. The tabulations were completed in July of 1993 from a return rate of 51.7%, with 145 returned of 280 sent out. The surveys were returned over a 3 month period.

The analysis of data in the following pages is a preliminary attempt to focus on issues which, in our judgment, are of immediate interest to INA members. In addition, we intended to globally characterize the state of affairs for nanny members of the organization. Thus, this report will deal in generalities and initial impressions. In light of these generic findings and post research on the experiences of nannies, more specific analyses will be undertaken in the future. We solicit more detailed and analytic questions from INA members. These may be addressed via the data set represented here or via future partnership between the INA and the University of North Dakota.

Demographics

As would be expected, nearly all respondents (144/145; 99.3%) were female. The majority of respondents, 50.7%, were 28 years old or older. However, 35.1% ranged in age from 21-25. Nearly all responding nannies were age 21 or over (95.1%).

Education

The results of the survey showed that 82.8% of the respondents had gone to college, although only 21.4% (n = 31) had received bachelor's or master's degrees. The 31 degrees were distributed across disciplines as shown in Table 1:

Table 1. Distribution of graduating respondents' majors (n = 31).

Degree Area	n	%
Early Childhood/Child Development	9	28
Elementary Education	7	22
History	3	10
Social Work	2	6
Nursing	2	6
English	2	6
Other	7	22

Degrees representing 5% or less of the sample were Psychology, Math, Business, Music, Special Education, Law, and Library Science.

Those that hadn't finished their post-secondary training left educational programs for a variety of reasons, with lack of money being number one (20%) followed by family or personal problems (10%).

Interestingly, however, about 10% (n = 14) were continuing their college education while employed as a nanny.

Classes or Training in Child Care

Many respondents had completed a variety of classes and/or training in child care, either in high school or at the post-secondary level. The specifics of child-care training are enumerated in Table 2.

Table 2. Specific training in child care by category (n = 89).

Category	n	%
3-6 mo. child care or nanny training at vocational technical schools or colleges	25	17.2
One-year child care diploma	8	5.5
Assoc. degree in child care	13	9.0
Private Nanny Training Agency	19	13.1
Bachelor's or master's degree	24	16.6

Salary and Benefit Issues

Eighty-nine percent of the respondents were currently employed as a nanny and the weekly salaries ranged from $132 to $600 with a median of $280.00 and a mean of $291.22. The lowest quartile's salary range was $132-$220 while those in the next quartile ranged from $225-$280. The range for the 50th to 75th quartile was $283-$340. Salaries of those in the top quartile ranged from $350 to $600.

Most respondents (76.6%) had payroll (social security) taxes deducted from their paychecks. However, employers of 17.2%, or 25,

respondents did deduct any social security from nannies' paychecks. The figure represents a significant number of families which easily could experience the "Zoe Baird" problem.

Live In - Live Out

About 59% of the nannies lived in, while 31.7% lived out. An additional 8.3% of the respondents did both. Usually, this latter living arrangement was one in which the nanny lived in during the week and lived out weekends.

Agencies

Most responding nannies (70.1%; n = 101) found their placement through an agency, while another 12.5% (n = 18) found their family through informal contacts, such as friends. Only 10.4% (n = 15) of the nannies answered an ad directly, while 1.4% (n = 2) placed their own ads in papers.

Children Served

Seventy-six percent of respondents (n = 110) cared for one or two children while 16.7% (n = 24) cared for three. Only 6.3% (n = 9) of the respondents took care of four or five children and one nanny was responsible for seven children (0.7%). The age of the children under the nanny's care ranged from newborns to 12. Children from newborn to age 5 represented 90% (n = 127) of those children cared for by responding nannies, with the largest percent (29.8%; n = 42) taking care of infants and 28.4% (n = 42) taking care of two year olds (n = 40). Only 9.1% (n = 13) of the nanny respondents provided care for children of more than one family or in a shared nanny situation. Eleven percent (n = 16) of respondents reportedly took care of a child

with special needs and only two nannies served as a "companion" to an elderly person.

Working Hours

The hours per week worked by nannies ranged from 10 to 75. However, 81.2% (n = 121) of nannies worked 42 hours or more with more than half working over 50 hours (53.1%; n = 68). Nearly a third of sampled nannies worked 60 hours or more per week (26%; f = 35).

The majority of nannies (89.5%; n = 128) worked five days a week, while 5.6% (n = 8) worked four days per week and 3.5% (n = 5) worked six days. One nanny reported working every day. Although 57.6% (n = 83) of the nannies always received compensation for extra work, another 42.4% (n = 61) were occasionally or never compensated.

Fringe Benefits

The frequency and percent of respondents reporting selected fringe benefits are shown by descending order of frequency in Table 3. Note that percents will add to over 100 because respondents were invited to indicate all that applied and many identified multiple benefits.

Table 3. Number and percent of selected fringe benefits (percent will add to more than 100).

Benefits	n	%
Paid vacations	127	87.6
Paid sick days	76	52.4
Vacation with family	73	50.3
Automobile	62	42.8
Health insurance	58	40.0
Private apartment	29	20.0
Medical expenses	27	18.6
Private phones	23	15.9
Dental benefits	21	14.5
Health club membership	18	12.4
Life insurance	17	11.7
College tuition	11	7.6
Paid transportation	11	7.6

Responsibilities in Addition to Child Care

Nannies reported a variety of responsibilities over and above the traditional one of child care. The number and percent with which activities were indicated are shown in Table 4. Percents will sum to over 100 because respondents were allowed to identify multiple responsibilities.

Table 4. Number and percent of selected responsibilities other than child care.

Additional Responsibilities	n	%
Cooking for children	124	85.5
Children's laundry	119	82.1
Errands for children	100	69.0
Accompany children to appointments	90	62.0
Grocery shopping	69	47.6
Errands for family	64	44.0
Household laundry	58	40.0
Cooking for family	55	37.9
Schedule appointments	55	37.9
Housework	49	33.85
Caring for pets	44	30.3
Yard work	10	6.9

While 73.7% (n = 101) of the respondents felt they were adequately compensated for job responsibilities besides child care, another 26.3% (n = 36) did not feel that way.

Agency

Although 66.2% (n = 92) of the respondents located their employing family via a nanny placement agency, another 33.8% (n = 47) were not placed through agencies. The agency-provided services identified by respondents are listed in Table 5.

Table 5. Number and percent of nanny placement agency services.

	n	%
Provided phone numbers of other nannies	36	24.8
Gave advice over the phone	32	35
Provided a newsletter	30	33
Sponsored get-togethers	28	30
Introduced you to other nannies	20	22
Suggested support group to join	13	14
Offered classes	12	13
Called monthly	11	12

Only 4.8% (n = 7) of nannies paid fees to nanny placement agencies, which ranged from $40-$75; two nannies paid 10% of their weekly salary to agencies. Ninety percent of nannies using a placement agency would use one again.

The majority of nannies (62.1%; n = 87) reported socializing with other nannies in the area. However, 37.9% (n = 53) did not socialize nor meet with other nannies.

The reasons people wanted to become nannies are found in Table 6. Motivating factors are arranged in descending order of the frequency with which they were nominated.

Table 6. Number and percent of reasons for becoming a nanny.

	n	%
Like children	46	31.7
No response	40	27.6
Just wanted to be a nanny	24	16.6
Other	16	11.0
Stepping stone to something else	7	4.8
Money	5	3.4
Experience a new culture	4	2.8
Geographic location	3	2.1

Length of Employment

The respondents reportedly worked at their present position an average of 20 months, ranging from 2 months to 84 months. Twenty-two percent of the respondents had worked three years or more with the same family. The majority of nannies reported they had worked for more than two years as a nanny. The nannies in the survey had worked as a nanny for 4 months to 23 years, with 3 years, 4 months being the median. Only 11% (n = 16) had worked one year or less as a nanny, while 59% (n = 85) had been employed as a nanny for 3-10 years. Roughly seventy-six percent had been employed as a nanny for more than two years, while 40% of respondents reported working for more than four years as a nanny. Ten percent reported they had worked in the field more than 6 1/2 years.

Satisfaction

By far, the majority of nannies reported general satisfaction with their experience (90.1%; n = 127); only ten percent were not satisfied. Levels of satisfaction expressed by respondents are shown below in Table 7.

Table 7. Nanny satisfaction ratings.

Level of Satisfaction	n	%
Very satisfied	56	39.7
Satisfied	61	43.3
Neither satisfied nor dissatisfied	20	14.2
Dissatisfied	2	1.4
Very dissatisfied	2	1.4

A potential source of job dissatisfaction is the fact that the majority (51.8%; n = 72). felt that health insurance was either important or very important, while less than half were provided this benefit (45.5%; n = 65). Thus, roughly six percent wanted, but did not receive, health benefits.

International Nanny Association (INA)

While general satisfaction with the INA is evidenced, a sizable number were not satisfied. When asked if the INA has improved its services to you within the past year, 54.8% (n = 68) said yes, the remainder were less sanguine. Although 66.1% (N = 82) of respondents agreed that the INA had improved its communication with them, another

33.9% (n = 42) did not. Twenty-one nannies did not respond to the item.

Observations

Nannies are typical of other child care professionals because the majority are female most of the nannies do not have college degrees, but the majority (61.1%) have an A.A. degree, diploma, or nanny child care training. Of those nannies that have bachelor or masters degrees, 50% have the degree in Early Childhood Education/Child Development or Elementary Education.

There is a tremendous salary range ($136-$600) but the mean is $291.22. Although 76.6% of the nannies have social security deducted, another 17.2% do not. You would think this latter percentage would be less since the Zoe Baird hearings this past year. While most of the nannies found their jobs through placement agencies, many of the nannies stated there was little follow-up of nannies by agencies.

Nannies work many hours in a five day work week but only 3.5% of the nannies work six days per week. About one-half (47%) of the nannies work over 50 hours per week and 30% of all nannies worked 60 hours or more. In short, most nannies work more than the typical 40 hour work week but not just providing child care. The majority of nannies also do the children's laundry, cook for children, go to children's appointments and run errands. Other responsibilities performed by 40-49% of the nannies were: grocery shopping, errands for the family, and household laundry.

While nannies did have many fringe benefits there was no one benefit that all nannies received. The majority of nannies did receive paid vacation (87.6%), paid sick days (52.4%), and vacations with their

families (50.3%). Only 44.8% received health insurance as a benefit. However, 65.7% of the nannies said health insurance was very important to their accepting employment. Obviously some of the 65% did not have health insurance. The most common service provided to nannies (39%) by nanny placement agencies was providing phone numbers of other nannies. Only 33% of the nannies said they received a newsletter from a placement agency and 35% said the placement agency staff gave advice over the phone. The vast majority of nannies (90%) said they would use a placement agency again.

The majority of nannies that are members of the INA are over 21 and have worked as a nanny for over two years. Many (40%) of the nannies have worked for over 4 years. This shows a commitment to their job or career. They are also very satisfied, with 90% stating they were satisfied or very satisfied and only 10% saying they were dissatisfied.

The INA was a concern to the nannies because 38.6% said the INA had not improved their service in the past year and 29% said the INA had not improved its communication with them as nannies.

As you can see these are general observations from the data. We have not undertaken any analytic or inferential analyses as yet, deciding to let the data speak for itself at this point. There are a number of interesting results (education, house work, and satisfaction level) that address preferred issues. We hope to follow up on some of these issues by putting the data into a publishable form that will address issues nannies face as they are employed or seek employment as a nanny.

Summary of Issues of Particular Interest to the INA

1. It is worth noting that the INA nanny membership is well educated as a group. Fully 85% of them were either graduates had been to college, or were presently attending.

2. The problems encountered by Zoe Baird during her confirmation process are not rare. Twenty-five respondents (17.2%) were not accruing social security benefits. It may behoove the INA membership to undertake additional public relations and training campaigns to alert families and nannies to the legal problems attending the failure to deduct social security.

3. The use of placement agencies and satisfaction with these services were both remarkably high. There remained room for growth, however, in both use and satisfaction. The current data may be useful to the agency as a baseline against which to compare future efforts.

4. The professional lives of nannies can only be characterized by long hours and multiple responsibilities. The relationship, if any, between hours worked and satisfaction is not yet established, but deserves specific attention from researchers. Many nannies were working overtime hours, roughly half reportedly sans compensation (42%).

5. By far, the great majority of nannies were responsible for more than child care. Specifically, four out of five nannies cooked and laundered for children under their care. Other commonly-reported activities were running errands (69%), taking children to appointments (67%), and grocery shopping for the family (48%).

6. A variety of fringe benefits were reported. However, a potential problem area for nannies is health insurance; more respondents considered it an important aspect of employment than were actually receiving it. Only half received paid sick days and very few received dental benefits.

7. Nannies go into their work because they like children and/or the idea of child-care work. In this, the position of nanny is clearly in the child-care industry.

8. Conflicts between parental and nanny discipline and authority along with long hours were consistently rated as the most troubling and difficult aspects of the job. In addition, nannies found communication with parents to often be problematic.

Written Comments from the Survey

The most difficult aspect of being a nanny (last question, #37) is listed below:

Lack of discipline or different discipline style the child receives from the parent - 23

Long hours - 17

Communication with parents - 17

Nothing - 13

Knowing how hard it will be to leave the children when contract ends - 11

Very isolating - 10

Juggling my life to fit into children's schedules for doctor appointments, parks, and after school activities - 5

Having parents work out of the home - 5

Privacy and freedom - 5

I stayed because of the children - 4

Handling child's emotional problems effectively - 4

Parents' understanding of child's developmental needs - 4

Keeping children safe - 3

Meeting other people outside of your job - 3

Low pay - 2

No benefits - 2

Family is not very organized or neat - 2

On call 24 hours a day, 5 days a week - 2

Distance from home - 2

Having a friendship rather than a working relationship with my family - 2

Getting too attached to the children - 2

Birth of new baby - 2

Being taken advantage of by parents - 2

Parents not returning home on time - 2

Not asked if nanny married - 1

INA should print job openings because not all agencies are good - 1

Parents favored one child - 1

Rough at first, but okay now (one year later) - 1

No place to go after working as live-in nanny -1

Fitting into a new family - 1

Not having a local support system - 1

Being the third parent during the day and relinquishing this role at night - 1

Working with nanny placement agencies that are rude - 1

Not getting reimbursed for using my car for taking children to doctor appointments, parks, and after school activities - 1

Not getting reimbursed for money spent on children. I had to keep every receipt or not be reimbursed. - 1

No help when child was sick - 1

No friends my own age - 1

Working with two ADHD children - 1

Parents asking me at last minute to care for children on evenings off - 1

Being viewed as a professional - 1

Parents don't have time for children - 1

No social life because of hours - 1

Food allergies the child has - 1

"Compared to teaching, this job is a piece of cake. However, no time for myself to develop other interests - college, health clubs - 1

Staying home all day - 1

No time to take care of my personal business - 1

Getting help from INA - 1

Jealousy of parents because nanny has often "raised" the children - 1

Feeling of not being appreciated by the employer - 1

Being able to find a job as a nanny that fit my experience, skills, and training as a nanny - 1

New parents - 1

Dealing with children whose parents were gone for months and are home a short time before leaving again - 1

Four children with pacifiers and bottles - 1

Public views us, nannies, as housekeepers/also people with no training call themselves nannies and it hurts the profession - 1

Family divorce - 1

Irregular payment of salary - 1

Working Status of Employers (18)

Single parent working mother - 6

Father works, mother does not - 4

Father works, girlfriend at home - 1

Single parent working father - 1

Other Fringe Benefits

Gas money or car - 8

Paid holidays - 7

Frequent bonuses ($1,250 one said) - 5

INA Conference - air fare and fees - 4

Paid air fare - 3

Auto insurance - 3

Child Care Conferences paid - 3

Use of their computer - 2

OB/GYN visit free, birth control free - 2

Pool facility - 2

Partial paid private line - 1

Days off for college classes - 1

Membership in local art museum - 1

IRA contribution - 1

Passes to Amusement Park and Sea World - 1

First class travel - 1

My boyfriend lives in with me - 1

Low interest loans - 1

Long distance phone calls paid for by family - 1

Maid service for my apartment - 1

Overtime pay - 1

1/2 health insurance - 1

Paid CPR classes - 1

Use of their car - 1

Raise every six months - 1

Extra Job Responsibilities (22)

Transporting children to all extracurricular activities - 10

Managing cleaning staff/housekeeper - 5

Pay bills twice a month - 3

Housework for children only - 3

Purchase children's clothes - 3

Shopping for children - 2

Cooking for family and their friends at parties and holidays - 2

Mending and sewing - 2

Cook once a week for family - 1

Supervise laborers at the house - 1

Attend Teacher Conferences - 1

Homework - 1

Supervising gardening staff - 1

All cleaning in a 33-room estate - 1

Placement Agency Contact (25a)

No help - 6

Called once when I arrived - 5

Sent Christmas card - 2

Had family evaluate me - 2

Weekly reports sent to agency on my performance - 1

Called three times a week - 1

Called three times first year - 1

They did nothing for myself or family - 1

No, I Would Not Use Placement Agency Again (25c)

Will find my own family by networking, not using a placement agency - 1

Calls not returned when I needed help - 1

No support - "will never use an agency again" - 1

Family complained to me about poor quality of agency - 1

Check agency to see if they are to help people (families) or help nannies - 1

Other Reasons for Becoming a Nanny

Many reasons - not just one - 5

Break from teaching - 2

This is my career - 2

Liked one-on-one with children, not day care - 2

I was desperate for money - 1

Money - 1

Because a friend was doing it - 1

Health - had to move from previous job and city - 1

Needed a change - 1

I got tired of teaching in Texas public schools - wanted more freedom and less bureaucracy - 1

No teaching job available - 1

Burn-out from social work position - 1

Gain experience for being a parent in the future - 1

Did not want to teach anymore - break - 1

Stepping stone to another job - 1

Want to start school for Nannies and need experience - 1

Liked one-on-one with children, not like day care - 1

To teach on a more personal level - 1

Didn't like day care work - 1

Allow me to work on masters in ECE - 1

I'm married, live in own house and it works out great - 1

What Dissatisfied Nannies (30)

Taken advantage of by the family - 4

Too little pay - 3

My job changed, for the worse, after I began working - 3

Too much conflict and with parent - 2

Long hours - 2

Too little pay - 1

Too much out of pocket expense for children - 1

Difficult dealing with over-anxious mother - 1

People want quality child care, but not willing to pay for it - 1

Was good, but not anymore - 1

Tax problem on how I was to file my taxes - 1

I'm in the middle of divorced couple who share custody - 1

Too many non-child care responsibilities - 1

"First two jobs were jobs from hell" - 1

Too isolated - 1

Clinically depressed - 1